

HOUSE BILL 1147

By Grills

AN ACT to amend Tennessee Code Annotated, Title 4;  
Title 5; Title 6; Title 7; Title 8; Title 50 and Title 68,  
relative to employment.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 50, Chapter 1, Part 2, is amended by  
adding the following as a new section:

(a) As used in this section:

(1) "Adverse action" means to discharge, threaten, or otherwise  
discriminate against an employee in a manner that affects the employee's  
employment, including compensation, terms, conditions, location, rights,  
immunities, promotions, or privileges;

(2) "Employer" means a private employer or a state or local  
governmental entity; and

(3) "Governmental entity" means any political subdivision of this state or  
any municipality, metropolitan government, county, or airport authority.

(b) An employer shall not:

(1) Require an employee to receive an immunization or vaccination for  
COVID-19 against the will of the employee as a condition of maintaining  
employment; or

(2) Take adverse action against an employee who refuses to receive an  
immunization or vaccination for COVID-19 against the will of the employee.

SECTION 2. Tennessee Code Annotated, Section 50-3-106(10), is amended by deleting ", except where the medical examination, immunization or treatment is necessary for the protection of the health or safety of others".

SECTION 3. This act takes effect upon becoming a law, the public welfare requiring it.